Author Index

HUMAN RESOURCE MANAGEMENT

Volume 43

No. 1 is Spring 2004
Nos. 2 & 3 is Summer/Fall 2004
No. 4 is Winter 2004

Bakker, Arnold B., Demerouti, Evangelia, and Verbeke, Willem. Using the Job Demands-Resources Model To Predict Burnout and Performance, No. 1, 83–104

Banks, Deanna, and Zaccaro, Stephen J. Leader Visioning and Adaptability: Bridging the Gap between Research and Practice on Developing the Ability To Manage Change, No. 4, 367–380

Baron, James N. Promise and Peril in Implementing Pay-for-Performance, Commentary, No. 1, 21–23

Beer, Michael, and Cannon, Mark D. Promise and Peril in Implementing Pay-for-Performance, No. 1, 3–20

Beer, Michael, and Cannon, Mark D. Response to Comments: Promise and Peril in Implementing Pay-for-Performance, No. 1, 45–48

Brown, Douglas J., Levy, Paul E., and Cober, Richard T. Form, Content, and Function: An Evaluative Methodology for Corporate Employment Web Sites, Nos. 2 & 3, 201–218

Buckley, Patrick, Minette, Kathleen, Joy, Dennis, and Michaels, Jeff. The Use of an Automated Employment Recruiting and Screening System for Temporary Professional Employees: A Case Study, Nos. 2 & 3, 233–241

Burke, Michael J., Drasgow, Fritz, and Edwards, Jack E. Closing Science-Practice Knowledge Gaps: Contributions of Psychological Research to Human Resource Management, No. 4, 299–304

Burton, Richard M., Lauridsen, Jørgen, and Obel, Børge. The Impact of Organizational Climate and Strategic Fit on Firm Performance, No. 1, 67–82

Cannon, Mark D., and Beer, Michael. Promise and Peril in Implementing Pay-for-Performance, No. 1, 3–20

Cannon, Mark D., and Beer, Michael. Response to Comments: Promise and Peril in Implementing Pay-for-Performance, No. 1, 45–48

Cascio, Wayne F., and Wynn, Peg. Managing a Downsizing Process, No. 4, 425–436

Casper, Wendy J., Kraiger, Kurt, and McLinden, Daniel. Collaborative Planning for Training Impact, No. 4, 337–351

Cober, Richard T., Brown, Douglas J., and Levy, Paul E. Form, Content, and Function: An Evaluative Methodology for Corporate Employment Web Sites, Nos. 2 & 3, 201–218

Coovert, Micheal D., and Stanton, Jeffrey M. Guest Editors' Note, Nos. 2 & 3, 121–125

(continued)

Dailey, Patrick R. Promise and Peril in Implementing Pay-for-Performance, Commentary, No. 1, 25–27
D'Arcy, John, DeRosa, Darleen M., Hantula, Donald A., and Kock, Ned. Trust and Leadership in Virtual Teamwork: A Media Naturalness Perspective, Nos. 2 & 3, 219–232
Demerouti, Evangelia, Verbeke, Willem, and Bakker, Arnold B. Using the Job Demands-Resources Model To Predict Burnout and Performance, No. 1, 83–104
DeRosa, Darleen M., Hantula, Donald A., Kock, Ned, and D'Arcy, John. Trust and Leadership in Virtual Teamwork: A Media Naturalness Perspective, Nos. 2 & 3, 219–232
DeRouin, Reneé E., Fritzsche, Barbara A., and Salas, Eduardo. Optimizing E-Learning: Research-Based Guidelines for Learner-Controlled Training, Nos. 2 & 3, 147–162
DeRue, D. Scott, Guzzo, Rick, and Hollenbeck, John R. Bridging the Gap between I/O Research and HR Practice: Improving Team Composition, Team Training, and Team Task Design, No. 4, 353–366
Dineen, Brian R., Noe, Raymond A., and Wang, Chongwei. Perceived Fairness of Web-Based Applicant Screening Procedures: Weighing the Rules of Justice and the Role of Individual Differences, Nos. 2 & 3, 127–145
Dipboye, Robert L., and Jayne, Michele E. A. Leveraging Diversity To Improve Business Performance: Research Findings and Recommendations for Organizations, No. 4, 409–424
Drasgow, Fritz, Edwards, Jack E., and Burke, Michael J. Closing Science-Practice Knowledge Gaps: Contributions of Psychological Research to Human Resource Management, No. 4, 299–304
Edwards, Jack E., Burke, Michael J., and Drasgow, Fritz. Closing Science-Practice Knowledge Gaps: Contributions of Psychological Research to Human Resource Management, No. 4, 299–304
Fahy, Tom. Book Review, No. 1, 115–117
Fenner, Grant H., and Renn, Robert W. Technology-Assisted Supplemental Work: Construct Definition and a Research Framework, Nos. 2 & 3, 179–200
Fisher, Sandra L., and Howell, Ann W. Beyond User Acceptance: An Examination of Employee Reactions to Information Technology Systems, Nos. 2 & 3, 243–258
Fritzsche, Barbara A., Salas, Eduardo, and DeRouin, Reneé E. Optimizing E-Learning: Research-Based Guidelines for Learner-Controlled Training, Nos. 2 & 3, 147–162
Gerhart, Barry. Promise and Peril in Implementing Pay-for-Performance, Commentary, No. 1, 29–31
Gerhart, Barry, Minette, Kathleen A., and Rynes, Sara L. The Importance of Pay in Employee Motivation: Discrepancies between What People Say and What They Do, No. 4, 381–394
Gibson, Sharon K., and Ruona, Wendy E. A. The Making of Twenty-First-Century HR: An Analysis of the Convergence of HRM, HRD, and OD, No. 1, 49–66
Guzzo, Rick, Hollenbeck, John R., and DeRue, D. Scott. Bridging the Gap between I/O Research and HR Practice: Improving Team Composition, Team Training, and Team Task Design, No. 4, 353–366
Hantula, Donald A., Kock, Ned, D'Arcy, John, and DeRosa, Darleen M. Trust and Leadership in Virtual Teamwork: A Media Naturalness Perspective, Nos. 2 & 3, 219–232
Hempel, Paul S. Preparing the HR Profession for Technology and Information Work, Nos. 2 & 3, 163–177
Heneman, Herbert G., III. Promise and Peril in Implementing Pay-for-Performance, Commentary, No. 1, 33–34

Hollenbeck, John R., DeRue, D. Scott, and Guzzo, Rick. Bridging the Gap between I/O Research and HR Practice: Improving Team Composition, Team Training, and Team Task Design, No. 4, 353–366

Howell, Ann W., and Fisher, Sandra L. Beyond User Acceptance: An Examination of Employee Reactions to Information Technology Systems, Nos. 2 & 3, 243–258

Huselid, Mark A. Editor's Note, No. 1, 1–2

Huselid, Mark A. Editor's Note, Nos. 2 & 3, 119

Huselid, Mark A. Editor's Note, No. 4, 293–295

Jayne, Michele E. A., and Dipboye, Robert L. Leveraging Diversity To Improve Business Performance: Research Findings and Recommendations for Organizations, No. 4, 409–424

Joy, Dennis, Michaels, Jeff, Buckley, Patrick, and Minette, Kathleen. The Use of an Automated Employment Recruiting and Screening System for Temporary Professional Employees: A Case Study, Nos. 2 & 3, 233–241

Judge, Timothy A., and Saari, Lise M. Employee Attitudes and Job Satisfaction, No. 4, 395–407

Kochan, Thomas. Promise and Peril in Implementing Pay-for-Performance, Commentary, No. 1, 35–37

Kock, Ned, D'Arcy, John, DeRosa, Darleen M., and Hantula, Donald A. Trust and Leadership in Virtual Teamwork: A Media Naturalness Perspective, Nos. 2 & 3, 219–232

Kraiger, Kurt, McLinden, Daniel, and Casper, Wendy J. Collaborative Planning for Training Impact, No. 4, 337–351

Lauridsen, Jørgen, Obel, Børge, and Burton, Richard M. The Impact of Organizational Climate and Strategic Fit on Firm Performance, No. 1, 67–82

Ledford, Gerald E., Jr. Promise and Peril in Implementing Pay-for-Performance, Commentary, No. 1, 39–40

Levy, Paul E., Cober, Richard T., and Brown, Douglas J. Form, Content, and Function: An Evaluative Methodology for Corporate Employment Web Sites, Nos. 2 & 3, 201–218

Locke, Edwin A. Promise and Peril in Implementing Pay-for-Performance, Commentary, No. 1, 41–43

London, Manuel, Mone, Edward M., and Scott, John C. Performance Management and Assessment: Methods for Improved Rater Accuracy and Employee Goal Setting, No. 4, 319–336

McLinden, Daniel, Casper, Wendy J., and Kraiger, Kurt. Collaborative Planning for Training Impact, No. 4, 337–351

Michaels, Jeff, Buckley, Patrick, Minette, Kathleen, and Joy, Dennis. The Use of an Automated Employment Recruiting and Screening System for Temporary Professional Employees: A Case Study, Nos. 2 & 3, 233–241

Minette, Kathleen, Joy, Dennis, Michaels, Jeff, and Buckley, Patrick. The Use of an Automated Employment Recruiting and Screening System for Temporary Professional Employees: A Case Study, Nos. 2 & 3, 233–241

Minette, Kathleen A., Rynes, Sara L., and Gerhart, Barry. The Importance of Pay in Employee Motivation: Discrepancies between What People Say and What They Do, No. 4, 381–394

Mone, Edward M., Scott, John C., and London, Manuel. Performance Management and Assessment: Methods for Improved Rater Accuracy and Employee Goal Setting, No. 4, 319–336

Noe, Raymond A., Wang, Chongwei, and Dineen, Brian R. Perceived Fairness of Web-Based Applicant Screening Procedures: Weighing the Rules of Justice and the Role of

(continued)

Individual Differences, Nos. 2 & 3, 127–145
Obel, Børge, Burton, Richard M., and Lauridsen, Jørgen. The Impact of Organizational Climate and Strategic Fit on Firm Performance, No. 1, 67–82
Park, Hyeon Jeong. Book Review, No. 1, 111–113
Pichler, Shaun. Book Review, Nos. 2 & 3, 289–291
Raghuram, Sumita, and Wiesenfeld, Batia. Work-Nonwork Conflict and Job Stress among Virtual Workers, Nos. 2 & 3, 259–277
Renn, Robert W., and Fenner, Grant H. Technology-Assisted Supplemental Work: Construct Definition and a Research Framework, Nos. 2 & 3, 179–200
Ruona, Wendy E. A., and Gibson, Sharon K. The Making of Twenty-First-Century HR: An Analysis of the Convergence of HRM, HRD, and OD, No. 1, 49–66
Ryan, Ann Marie, and Tippins, Nancy T. Attracting and Selecting: What Psychological Research Tells Us, No. 4, 305–318
Rynes, Sara L., Gerhart, Barry, and Minette, Kathleen A. The Importance of Pay in Employee Motivation: Discrepancies between What People Say and What They Do, No. 4, 381–394
Saari, Lise M., and Judge, Timothy A. Employee Attitudes and Job Satisfaction, No. 4, 395–407
Salas, Eduardo, DeRouin, Reneé E., and Fritzsche, Barbara A. Optimizing E-Learning: Research-Based Guidelines for Learner-Controlled Training, Nos. 2 & 3, 147–162
Scott, John C., London, Manuel, and Mone, Edward M. Performance Management and Assessment: Methods for Improved Rater Accuracy and Employee Goal Setting, No. 4, 319–336
Simpson, Patricia A. Book Review, Nos. 2 & 3, 281–283
Srinivas, E. S. Book Review, Nos. 2 & 3, 285–287
Stanton, Jeffrey M., and Coovert, Micheal D. Guest Editors' Note, Nos. 2 & 3, 121–125
Tippins, Nancy T., and Ryan, Ann Marie. Attracting and Selecting: What Psychological Research Tells Us, No. 4, 305–318
Toh, Soo Min. Book Review, No. 1, 107–109
Varma, Arup. Book Review Editor's Note, No. 1, 105–106
Varma, Arup. Book Review Editor's Note, Nos. 2 & 3, 279
Verbeke, Willem, Bakker, Arnold B., and Demerouti, Evangelia. Using the Job Demands-Resources Model To Predict Burnout and Performance, No. 1, 83–104
Wang, Chongwei, Dineen, Brian R., and Noe, Raymond A. Perceived Fairness of Web-Based Applicant Screening Procedures: Weighing the Rules of Justice and the Role of Individual Differences, Nos. 2 & 3, 127–145
Wiesenfeld, Batia, and Raghuram, Sumita. Work-Nonwork Conflict and Job Stress among Virtual Workers, Nos. 2 & 3, 259–277
Wynn, Peg, and Cascio, Wayne F. Managing a Downsizing Process, No. 4, 425–436
Zaccaro, Stephen J., and Banks, Deanna. Leader Visioning and Adaptability: Bridging the Gap between Research and Practice on Developing the Ability To Manage Change, No. 4, 367–380